

Contact: Bethany Boom  
916.925.5080

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241 Lathrop Way  
Sacramento, CA 95815  
916.263.3600  
800.822.4277 (outside CA)  
Fax: 916.263.3613  
[www.cps.ca.gov](http://www.cps.ca.gov)

*Regional Office*  
17 Applegate Court, Suite  
201  
Madison, WI 53713  
608.273.1613  
877.645.6823 (toll-free)  
Fax: 608.273.4739

**SHANNON, HARRIS AND KRISTENSEN JOIN  
CPS HUMAN RESOURCE SERVICES FOR PUBLIC AGENCIES  
Shannon Executive Search Division To Help Local And State Governments**

**Sacramento, CA** — John Shannon, David Harris and Kris Kristensen have joined Shannon Executive Search, a division of CPS Human Resource Services for Public Agencies. The new executive search division will provide executive recruitment services to local and state governments, public agencies and non-profit organizations throughout the United States and Canada.

"The executive search division rounds out our complete line of testing, consulting and recruitment products and services for public agencies," said Pamela Stewart, Executive Director, CPS Human Resources Services. "John, David and Kris have a combined 75 years experience working with public agencies and placing the best and brightest talents to lead their organizations," Stewart added.

***JOHN SHANNON***  
***Managing Consultant***

John Shannon has thirty years of human resources management experience, including twenty-four years experience as a consultant to local, regional and state government. During this time, a host of consulting engagements have been successfully completed for cities, counties, educational institutions, special districts and regional and state agencies. He began his career in key management positions with the City of Inglewood, California.

Mr. Shannon has personally completed more than 100 recruitments for council/board appointed officials including city managers, county executives, district general managers and regional agency executives. In addition to his extensive recruitment experience, Mr. Shannon is recognized as a national leader in human resources management. His specific areas of expertise include management compensation, performance planning and evaluation, group facilitation, strategic planning and organization improvement.

Mr. Shannon received his Bachelor's Degree from the University of California, Santa Barbara, and his Master's Degree in Management from the University of California, Los Angeles.

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**DAVID HARRIS**  
**Client Services Manager**

Mr. Harris has been involved as a project manager and advisor in the recruitment of numerous city managers, county executives, public safety administrators and transportation and economic development managers, among others. He is experienced in all phases of the recruitment process. He has also done consulting work on behalf of a large Northern California health care organization.

Mr. Harris served for nearly 20 years as City Manager of Dixon, California and, prior to that, for approximately six years as Assistant City Manager of Fairfield, California. Mr. Harris was awarded the International City Manager Association (ICMA) Award of Excellence for Local Government Innovation in 1997 and is the author of several articles that have been published in state and national journals. He was active in rotary for 20 years.

Mr. Harris received both his Bachelor's and Master's degree from Brigham Young University.

**KRIS KRISTENSEN**  
**Senior Consultant**

Mr. Kristensen has assisted numerous local agencies in recruitments for a variety of executive positions including city manager, deputy city manager, police chief, community development director, information services manager and public defender.

Concluding a successful 25-year management and operations career with three California cities, Mr. Kristensen most recently served for 13 years as City Manager with the City of Woodland. An accomplished team leader, Mr. Kristensen has enhanced intergovernmental collaboration through the establishment and/or operation of three countywide joint powers authorities for workers compensation/liability insurance services, public transportation and emergency communications/dispatch services.

Mr. Kristensen obtained his Bachelor's degree from California State University, Sonoma and his Master's degree in Public Administration from the University of California, Riverside.

**About CPS Human Resource Services**

As a joint powers agency, CPS is helping to improve human resources in the public sector. CPS provides human resource management consulting, executive recruitment, test development and test rental services to more than 1,500 state, local and federal government agencies, public and private utilities, associations and other organizations throughout the United States and Canada.

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